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Review Fair migration

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one or the other. This, in turn, increases the time spent at the desk for construction managers, which is lacking for direct supervision of workers and performance at the point of production.

In summary, Gerhard Syben has really succeeded in describing the present conditions of construction management, in providing a documentation of changes in recent years and, thus, giving an incentive for further explorations.

This book with all its case studies is a source of information in particular for students of this discipline, but also for those in the construction industry employed in construction management, to be able to assess their own working conditions in comparison with those of others.

International Labour Organisation (2014) ***Fair migration: Setting an ILO agenda***, ILO, Geneva, 30 pages, ISBN 978-92-2-127736-1 (print). Free download: http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_242879.pdf

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The ILO-report Fair migration has three chapters and an Appendix with a graphic diagram that illustrates global migration flows. According to Director-General Guy Ryder, it is intended to offer an opportunity for tripartite global debate on the migration issue, 'a key feature of today's world of work and one which raises complex policy challenges'.

The first chapter Moving the debate forward notes that migration always has been a concern for the ILO. The 1919 Constitution already called for the 'protection of the interests of workers when employed in countries other than their own' (page 3). In 2006 the organisation adopted a Multilateral Framework on Labour Migration. Migration is growing and patterns of migration are evolving rapidly, the item is high on the national, regional and global policy agenda bringing with it a set of

controversies and, despite positive experiences, migration is too frequently associated with labour abuses. The report signals the marked divergence between the widely demonstrated economic benefits of migration and the equally widely held public opinion regarding its negative impact. But, confronting erroneous perceptions with hard facts is not enough and it is necessary to look beyond the one-dimensional reasoning advanced in the 'utility maximizing' case, which rests on the proposition that the best economic outcome will be obtained by moving labour to the location where its productive capacity can be used to best effect, without regard to any other consideration. Labour is not just 'one more factor of production to be brought into use where and when the pay-off is highest' (page 5).

The search for work and decent jobs, the different living standards and income differences figure among the strongest mobility incentives. The best way of ensuring that migration is not misused for the purpose of undercutting existing terms and conditions of work is the application of the principles that migrant workers must enjoy equal pay for work of equal value. The notion has to be dismissed that it is acceptable for migrants, by virtue of the major disadvantages they face in their countries of origin, to be subjected to lower conditions and injustice in the countries to which they go to seek work.

Chapter two On the move: Labour mobility in the twenty-first century treats the nature of the phenomenon. At the global level 232 million migrants build a sizeable part of the labour force (2014). This overall total is 57 million higher than it was in 2000, with a deceleration to developed countries since 2010 as a result of the crisis. Most migrants belong to the age group 20-34 years. Estimates indicate that the irregular migration constitutes between 10-15% of the total. The higher the level of skills a worker has, the easier it is for him or her to enter and settle. Thus, a de facto segregation has emerged between the concentration of lower skilled workers in temporary migration schemes and higher skilled workers who have much greater chances of permanent residence. However, a situation that continues to exist in which workers are systematically cycled in and

out of a job is no less fair than filling a permanent vacancy with a series of temporary contract workers in any single country. Migrant workers tend to be concentrated in low-paid, often low-skilled and undervalued jobs, whilst evidence points to higher levels of (over)qualification among them. The ILO signals evidence of widespread abuse connected with the globalised feature of intermediaries in cross-border recruitment and dispatch of agency workers (ranging from excessive fees to poor pay and working conditions).

In Chapter three Towards a fair migration the question is raised how well equipped the international community is to meet the challenges. The report notes that there is a high degree of institutional fragmentation with several groups, networks and dialogues with members who, by virtue of their respective mandates and responsibilities, address migration issues from very varied perspectives, at different levels of priority and with unequal investment of resources. The ILO's role must be to promote and protect human rights and fundamental freedoms of all migrants, as well as international labour standards. The organisation is calling for a strongly rights-based, normative approach to migration and development. Further areas for action are: the promotion of decent work in the countries of origin, the formulation of orderly and fair migration schemes, the promotion of bilateral agreements that can frame well-regulated and fair migration, adequate regulation of the recruitment processes, adequate countering of abuses, capacity building and tripartism.

All in all, the ILO analysis is correct, but the problem is how to make these ideas concrete. Workers exploited in a foreign constituency live and work far away from any theoretical dispute or analytical deliberations. Migrant workers hardly have any possibilities to derive their rights or means for redress. Based on the practical experiences that have been documented (e.g. in CLR-News), one can conclude that the slogan 'Think global, act local' stays topical for the advocacy of migrants' rights.